WORKPLACE TECHNICAL ASSISTANCE

YWCA Southeastern MA offers a full menu of Racial Justice and Equity workshops for workplaces looking to take their first steps toward an anti-racist organizational model, as well as for workplaces seeking to deepen their work by creating and implementing a Racial Justice Theory of Change to expand meaningful equity and inclusion.

Our approach combines EDUCATION with ACTION to help workplaces learn and grow their Racial Justice Theory of Change.

BRINGING A RACIAL JUSTICE PERSPECTIVE TO THE WORK YOU ALREADY DO

By examining your current goals and methods from a racial justice vantage point, you can more readily identify the public policies, institutional practices, and cultural assumptions that are at the root of racial justice. Together, we will:

- Understand and develop a racial equity theory of change
- Use the racial equity theory of change as a foundation for monitoring and evaluating the work you already do
- Measure the impact of the changes you make

The racial equity theory of change helps to explore and document the webs of mutually reinforcing dynamics -- policies, practices, and representations -- that are behind chronic racial inequities and injustices but are often difficult to identify. It is a tool that can be used to focus on internal dynamics, or on external racial dynamics that you work on in your community. With a clearer sense of what your workplace can actually invest in an effort to achieve the desired racial equity outcome, you can develop a detailed action plan that is both realistic and in line with your racial justice change vision.
OUR PROCESS

• Explore Identity, Power, and Privilege
• Unpack Bias and Racial Disparities in Wellness and Opportunity
• Examine the Legacy of Systemic Oppression in the US
• Turn the Lens on Your Workplace
• Set Goals for Equity and Inclusion
• Create a Theory of Change for Your Agency
• Draft an Action Plan for Equity
• Engage with YWCA Technical Assistance to Implement Your Action Plan

To begin the YWCA Technical Assistance process today, please contact Raelyn Monteiro at (508) 999-3255 or rmonteiro@ywcasema.org. From there, the YWCA and the workplace will sign a Memorandum of Understanding (MOU) for 12 months of technical assistance. Pricing is determined by tax status, budget size and number of employees.